

## Chapter 2. Approach and Methods

### 2.1 Organizational Structure

Wisconsin's *Strategy* development process was structured in order to encourage participation of individuals at various levels of involvement. Participants were organized into several interactive teams based on their role in the planning process. This approach was selected in an attempt to optimize the efficiency of the process and make the best possible use of the strengths possessed by each participant. A description of each of these teams and their role in the planning process are presented below.

#### Guidance Team

- Approved broad guidance.
- Approved the final plan prior to acceptance by the Wisconsin Natural Resources Board and USFWS.
- Determined how the plan will influence all Department programs that direct management and funding to Species of Greatest Conservation Need and their habitats.
- Guidance Team members: Todd Ambs, WI DNR Division Administrator-Water Division  
Paul DeLong, WI DNR Division Administrator-Forestry Division  
Tom Hauge, WI DNR Bureau Director-Wildlife Management  
Laurie Osterndorf, WI DNR Division Administrator-Land Division  
Mike Staggs, WI DNR Bureau Director-Fisheries Management and Habitat  
Jack Sullivan, WI DNR Bureau Director-Integrated Science Services  
Darrell Zastrow, WI DNR Bureau Director-Forest Services

#### Project Sponsor

- Project "champion" and spokesperson to facilitate statewide buy-in.
- Made decisions to forward to Administrators/Bureau Directors and the Natural Resources Board.
- Provided direction and support to the plan Coordination Team.
- Project Sponsor: Signe Holtz, WI DNR Bureau Director-Endangered Resources

#### Coordination Team

- Synchronized communication among all who need to "own" the first iteration of this statewide plan so that the process is transparent and there is appropriate opportunity for review and feedback at established checkpoints.
- Created communication products that present the plan and its science-based information in ways that meet the needs of intended audiences.
- Organized & implemented the planning process under the direction of the Project Sponsor.
- Coordinated writing and compilation of the plan document.
- Coordination Team members: Jill Mrotek (leader), WI DNR  
Armund Bartz, WI DNR  
Owen Boyle, WI DNR  
Sarah Carter, WI DNR  
Ted Gostomski, WI DNR  
Greg Moeller, WI DNR  
John Pohlman, WI DNR  
Pat Robinson, WI DNR  
Rebecca Schroeder, WI DNR

#### Advisory Team

- Reviewed federal guidelines and sideboards for developing Wisconsin's *Strategy*.
- Recommended species experts to participate on Species Teams.
- Provided input on criteria to be used to identify Species of Greatest Conservation Need.
- Reviewed and submitted comments on information prepared by Coordination Team, Science Work Team, and Species Teams.
- Served as a liaison to their group or organization to keep members informed about plan development.

Advisory Team *Continued*

- Advisory Team members: Gary Birch, WI DOT  
Susan Borkin, Milwaukee Public Museum  
Lynn Broaddus, Friends of Milwaukee's Rivers  
Gary Casper, Partners for Amphibian & Reptile Conservation and formerly with the Milwaukee Public Museum  
Scott Craven, University of WI-Madison  
Noel Cutright shared responsibilities with Susan Schumacher for WE Energies and with Bill Mueller for Wisconsin Society for Ornithology  
Dan Eklund and Linda Parker shared responsibilities representing USDA Forest Service  
Karen Etter Hale, Madison Audubon Society  
Jon Gilbert, Great Lakes Indian Fish and Wildlife Commission  
Signe Holtz, WI DNR  
Charles Luthin, Natural Resources Foundation  
Colette Matthews and Keith Lane commenced participation on March 11, 2005 as representatives of the WI County Forest Association  
Peter Murray, WI Association of Lakes  
Bob Obma, Trout Unlimited  
Chuck Pils, WI Chapter of the Wildlife Society  
Jim Ruwaldt, US Fish and Wildlife Service  
Joel Trick, US Fish and Wildlife Service  
Robert Weihrouch, USDA Natural Resource Conservation Service  
Rebecca Smith and Paul West (until April, 2005), The Nature Conservancy  
Gary Zimmer, The Ruffed Grouse Society

Science Work Team

- Developed criteria to identify Species of Greatest Conservation Need.
- Identified habitat classification system.
- Provided peer review of draft plan chapters.
- Science Work Team: Jerry Bartelt (co-leader), WI DNR  
Owen Boyle (co-leader), WI DNR  
Armund Bartz, WI DNR  
Tara Bergeson, WI DNR  
Ellen Barth, WI DNR  
Sarah Carter, WI DNR  
Ed Emmons, WI DNR  
Eric Epstein, WI DNR  
Ted Gostomski, WI DNR  
Greg Moeller, WI DNR  
Pat Robinson, WI DNR  
Bill Vander Zouwen, WI DNR

Technical Consultants

- Tim Cooke, WI DNR, logistical support.
- Erin Crain, WI DNR, coordinated development of the monitoring section to address the requirements of Element 5. Assisted by WI DNR staff Loren Ayres, Tara Bergeson, Patrick Campfield, Mariquita Sheehan, and Michelle Washebek.
- Drew Feldkirchner, WI DNR, played a pivotal role in database management.
- Anne Forbes, Partners in Place, LLC, provided process consulting and facilitation.
- Mary Hamel, WI DNR, assisted with the design of the public participation strategy.
- Betty Les, WI DNR, reviewed draft materials and provided insight regarding specific plan details.
- Orion Kiesch and Peggy Peters, WI DNR, webpage development.
- Jill Rosenberg, WI DNR, map development for natural community chapter.
- Bureau of Technology Services, map development for species summary chapter.

### Species Teams

- Served as species experts, providing scientific data and peer review to the Science Work Team.
- Determined Species of Greatest Conservation Need for their respective taxa group.
- Identified species' relationship to Ecological Landscapes and natural communities.
- Addressed species threats, issues, and conservation actions.
- Species Teams were organized around five taxa groups. They were:

#### *Bird Species Team*

Andy Paulios (leader), WI DNR  
Jerry Bartelt, WI DNR  
Noel Cutright, Wisconsin Society of Ornithology  
Eric Epstein, WI DNR  
Kim Grveles, WI DNR

Randy Hoffman, WI DNR  
Robert Howe, University of WI-Green Bay  
Sumner Matteson, WI DNR  
Dave Sample, WI DNR  
Tom Will, USFWS

#### *Herptiles (Amphibians & Reptiles)*

Bob Hay (co-leader), WI DNR  
Gary Casper (co-leader), PARC & fmr. MPM  
Tom Anton, The Ecological Consulting Group  
Craig Berg, Milwaukee County Zoo  
Tara Bergeson, WI DNR

Josh Kapfer, University of WI-Milwaukee  
Rori Paloski, WI DNR  
Alan Resetar, Field Museum  
Richard Sajdak, Pittsford, NY  
Eric Wild, University of WI-Stevens Point

#### *Invertebrates*

Dreux Watermolen (leader), WI DNR  
Susan Borkin, Milwaukee Public Museum  
Stanley Dodson, University of WI-Madison  
Michael Draney, University of WI-Green Bay  
Bob Dubois, WI DNR  
Rich Henderson, WI DNR  
Joan Jass, Milwaukee Public Museum  
Kathy Kirk, WI DNR  
Lisie Kitchel, WI DNR

Richard Lillie, WI DNR (retired)  
Scott Sauer, WI DNR  
Jamie Schlangen, WI DNR  
Kurt Schmude, University of WI-Superior  
William Smith, WI DNR  
Ed Stern, University of WI-Stevens Point  
Stan Szczytko, University of WI-Stevens Point  
Mark Wetzel, Illinois Natural History Survey  
Dan Young, University of WI-Madison

#### *Fish*

John Lyons (leader), WI DNR  
Philip Cochran, St. Mary's University of Minnesota  
Kyle Piller, Southeastern Louisiana University

#### *Mammals*

Loren Ayers (leader), WI DNR  
Eric Anderson, University of WI-Stevens Point  
Richard Bautz, WI DNR  
Pat Beringer, WI DNR  
Ron Eckstein, WI DNR  
Jon Gilbert, Great Lakes Indian Fish & Wildlife Commission  
Dennis Haessly, Roche A Cri Research  
Paula Holahan, University of WI Zoological Museum  
Randy Jurewicz, WI DNR  
Charles Long, University of WI-Stevens Point  
David Matheys, WI DNR  
Mike Mossman, WI DNR

John Olson, WI DNR  
David Redell, WI DNR  
Robert Rolley, WI DNR  
Amber Roth, WI DNR  
Maureen Rowe, WI DNR  
Joseph Senulis, WI DNR  
Douglas Smith, Northland College  
Dean Van Doren, WI DNR  
James Woodford, WI DNR  
Adrian Wydeven, WI DNR  
Chris Yahnke, Univ. of WI-Stevens Point  
Patrick Zollner, USDA Forest Service

Ecosystem Management Planning Team

- Provided background information regarding Ecological Landscapes and natural communities of Wisconsin.
- Identified opportunities for protection, restoration, and/or management of natural community types within Ecological Landscapes.
- Identified threats and conservation actions on a natural community level.
- The Ecosystem Management Planning Team is independent of the Comprehensive Wildlife Conservation Plan development process. The Ecosystem Management Planning Team is:

Jerry Bartelt (leader), WI DNR	Eunice Padley, WI DNR
Eric Epstein, WI DNR	Jeff Schimpff, WI DNR
Vern Everson, WI DNR	Andy Stoltman, WI DNR
Colleen Matula, WI DNR	Pete Wolter, WI DNR

Conservation Partners

- Were informed about the process at selected intervals during plan development.
- Provided threats, issues, and conservation actions for Species of Greatest Conservation Need.
- Reviewed and commented on the draft plan.
- Once approved, the conservation public will be encouraged to participate in the implementation of the plan. This will include “stepping down” the plan from a strategic plan on a statewide level to an implementation plan on a local level.